



WILLIAM T FUJIOKA
Chief Executive Officer

County of Los Angeles CHIEF EXECUTIVE OFFICE

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"To Enrich Lives Through Effective And Caring Service"

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September 30, 2014

The Honorable Board of Supervisors
County of Los Angeles
383 Kenneth Hahn Hall of Administration
500 West Temple Street
Los Angeles, California 90012

Dear Supervisors:

CHIEF EXECUTIVE OFFICE RECOMMENDATIONS FOR FUNDING TO IMPLEMENT CITIZEN'S COMMISSION ON JAIL VIOLENCE RECOMMENDATION 4.11 (ALL DISTRICTS/3 VOTES)

SUBJECT

Approve funding to implement additional Citizen's Commission on Jail Violence recommendations, including adding new administrative and clerical staff who will assume the administrative work within the jails; thereby, allowing deputies and custody assistants to be reassigned to direct inmate supervision duties. The Citizen's Commission on Jail Violence Implementation Monitor has validated these proposals and supports implementation.

IT IS RECOMMENDED THAT THE BOARD:

1. Approve \$1.67 million in ongoing funding for the Sheriff's Department to implement Citizen's Commission on Jail Violence Recommendation 4.11, pertaining to administrative support staff, during Phase II (Fiscal Year 2014-15) of the three-year Citizen's Commission on Jail Violence implementation plan. The budget adjustment will be reflected during Supplemental Budget changes. Funding will remain in the Provisional Financing Uses budget and transferred to the Sheriff's Department, on a quarterly basis, upon Board approval.
2. Approve interim ordinance authority, pursuant to County Code Section 6.06.020, for 19 new full-time permanent positions (Attachment I).

PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION

In October 2011, the Board authorized the creation of the Citizen's Commission on Jail Violence

(CCJV) to conduct a review of the nature, depth, and cause of allegations of inappropriate use of force by deputies in the jails and to recommend corrective action as necessary. On September 28, 2012, the CCJV released its report identifying 63 jail reform recommendations, and the Board subsequently appointed an Implementation Monitor (Monitor) to validate the Sheriff's Department's (Department) proposed jail reforms and ensure compliance with the objectives of the CCJV recommendations.

On October 8, 2013, the Board approved a three-year CCJV implementation plan. However, the Department was still conducting a comprehensive assessment of the administrative needs of the seven custodial facilities, as required by CCJV Recommendation 4.11.

The Department has completed the administrative needs assessment for the custody facilities and proposes adding 19 administrative and clerical positions to replace deputies and custody assistants who are currently performing administrative/clerical duties. Upon hiring the additional administrative and clerical staff, the deputies and custody assistants would be reassigned to direct inmate supervision duties.

Implementation of Strategic Plan Goals

Approval of the recommendations will support County Strategic Plan Goal 3: Integrated Services Delivery, Strategic Initiative 3 - Implementing Jail Reform, by continuing the Department's implementation and the Board's monitoring of all 63 CCJV recommendations to improve conditions in the County's jails.

FISCAL IMPACT/FINANCING

As part of Fiscal Year (FY) 2014-15 Supplemental Budget changes, \$1.67 million in ongoing funding will be set aside in the Provisional Financing Uses (PFU) budget to address CCJV Recommendation 4.11. An updated summary budget table of the CCJV recommendations is provided in Attachment II.

The existing CCJV quarterly claims process will remain in place: the Auditor-Controller (A-C) will review and validate the Department's expenditures on a quarterly basis, the Chief Executive Office (CEO) and the Department will subsequently submit a recommendation to the Board for approval to transfer the funding to the Department's budget.

FACTS AND PROVISIONS/LEGAL REQUIREMENTS

On October 15, 2012, the Department submitted a memo to the Board with a preliminary estimate of \$68,987,000 and 462 positions to implement recommendations contained in the CCJV report.

On October 18, 2012, the CEO requested additional information from the Department in order to complete the fiscal analysis and prepare final recommendations for consideration by the Board. In addition, the CEO identified only 14 recommendations with a potential financial impact.

On December 14, 2012, the CEO issued a report providing a preliminary fiscal analysis of the CCJV recommendations. In consultation with the Monitor and subject matter experts, the Department continued to refine the jail reform proposals. As each proposal was approved by the Monitor and subject matter experts, it was then forwarded to the CEO for a fiscal review/analysis.

On September 3, 2013, the CEO requested the Department prioritize the proposed jail reforms and develop a three and five-year implementation plan. The three-year plan was ultimately adopted.

On October 8, 2013, the Board approved \$29.3 million and 130 positions to initiate the three-year phased implementation of the CCJV recommendations. At the time, CCJV Recommendation 4.11 was still under review by the Department.

To ensure all CCJV related funds are expended as directed by the Board, the CEO, A-C, and the Department developed a claims process to track CCJV costs and transfer the corresponding funding from PFU to the Department's budget. The A-C has since validated \$7.3 million in Department CCJV expenses from October 2013 through February 2014. Expenses for March through May have been submitted to the A-C and are currently being reviewed.

On April 15, 2014, to ensure ongoing implementation of CCJV recommendations, the Board approved the Recommended Budget for FY 2014-15, which included \$33 million and 105 interim ordinance positions as part of Phase II of the CCJV implementation plan.

The Department has recently completed the administrative needs assessment at each custodial facility pursuant to CCJV Recommendation 4.11. The Department proposes 19 administrative and clerical positions to assume the administrative work within the jails. The ten deputies and nine custody assistants who were performing that administrative work will be reassigned to direct inmate supervision duties. Attachment III provides an overview of the position reassignments at each jail.

The Monitor has validated the proposals and supports implementation. The CEO's Benefits, Compensation/Classification, and Employee Relations Division has reviewed and allocated the requested positions.

IMPACT ON CURRENT SERVICES (OR PROJECTS)

The implementation of the CCJV Recommendations will allow the Department to enhance the effectiveness of custody operations by adding administrative and clerical staff to perform administrative work and subsequently return assigned deputies and custody assistants to direct inmate supervision duties.

The Honorable Board of Supervisors

9/30/2014

Page 4

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'W. T. Fujioka', with a long horizontal line extending to the right.

WILLIAM T FUJIOKA

Chief Executive Officer

WTF:GAM:SW

DT:llm

Enclosures

c: Executive Office, Board of Supervisors
County Counsel
Sheriff
Auditor-Controller

**REQUEST FOR INTERIM ORDINANCE AUTHORITY
PROVISIONAL ALLOCATION FOR THE SHERIFF'S DEPARTMENT
FISCAL YEAR 2014-2015**

Item/Sub	Classification	No. Positions
1228	Operations Assistant I, Sheriff	12.0
2214	Intermediate Typist Clerk	2.0
1140	Senior Clerk	1.0
2216	Senior Typist Clerk	4.0
		<hr/> 19.0

CITIZEN'S COMMISSION ON JAIL VIOLENCE
SHERIFF'S IMPLEMENTATION BUDGET TIMEFRAME
(as of 9/11/2014)

Rec No. CCJV Recommendation (Short Title)			SHERIFF ESTIMATE FOR CCJV REFORMS (as of 2/4/14)		FY2013-14 PHASE 1			FY2014-15 PHASE 2				FY2015-16 PHASE 3				FY2016-17				FY2017-18														
					New Positions	Total Budget (9 months)	Annualized Budget (Includes 14-15 COLAs)	New Positions	New Funding Requested (Includes COLA)	Cumulative Positions	Total Annual Budget (Includes COLA)	New Positions	New Funding Requested (Includes COLA)	Cumulative Positions	Total Annual Budget (Includes COLA)	New Positions	New Funding Requested (Includes COLA)	Cumulative Positions	Total Annual Budget (Includes COLA)	Total Positions Staff	New Funding Requested (Includes COLA)	Cumulative Positions	Total Annual Budget (Includes COLA)											
PROPOSED BUDGET (ONGOING FUNDING)																																		
1	6.05	Supervision of Deputies	91	\$	18,411,500	44	\$	7,381,500	\$	10,411,000	47	\$	11,030,000	91	\$	21,441,000	0	\$	-	91	\$	21,441,000	0	\$	-	91	\$	21,441,000	0	\$	-	91	\$	21,441,000
2	6.03	Increase Custody Specific Training	32	\$	8,228,500	19	\$	3,230,500	\$	6,566,000	8	\$	4,185,000	27	\$	10,751,000	5	\$	813,000	32	\$	11,564,000	0	\$	-	32	\$	11,564,000	0	\$	-	32	\$	11,564,000
3	7.08	Custody Facility Risk Managers	6	\$	978,000	6	\$	978,000	\$	1,666,000	0	\$	-	6	\$	1,666,000	0	\$	-	6	\$	1,666,000	0	\$	-	6	\$	1,666,000	0	\$	-	6	\$	1,666,000
4	7.01	Restructure Investigation/ Disciplinary System																																
		Internal Affairs	28	\$	4,950,250	10	\$	1,331,250	\$	1,959,000	9	\$	1,851,000	19	\$	3,810,000	9	\$	1,768,000	28	\$	5,578,000	0	\$	-	28	\$	5,578,000	0	\$	-	28	\$	5,578,000
		Internal Criminal Investigations	40	\$	6,778,000	14	\$	2,118,000	\$	3,183,000	13	\$	2,547,000	27	\$	5,730,000	13	\$	2,113,000	40	\$	7,843,000	0	\$	-	40	\$	7,843,000	0	\$	-	40	\$	7,843,000
		Internal Investigations	7	\$	819,000	7	\$	819,000	\$	1,138,000	0	\$	-	7	\$	1,138,000	0	\$	-	7	\$	1,138,000	0	\$	-	7	\$	1,138,000	0	\$	-	7	\$	1,138,000
		Advocacy Bureau	5	\$	932,500	5	\$	932,500	\$	1,297,000	0	\$	-	5	\$	1,297,000	0	\$	-	5	\$	1,297,000	0	\$	-	5	\$	1,297,000	0	\$	-	5	\$	1,297,000
5	4.12	Create Internal Audit & Inspections Division	64	\$	11,487,000	23	\$	3,291,000	\$	4,848,000	28	\$	5,546,000	51	\$	10,394,000	13	\$	2,650,000	64	\$	13,044,000	0	\$	-	64	\$	13,044,000	0	\$	-	64	\$	13,044,000
6	3.08	Information System Overhaul	0	\$	-	0	\$	-	\$	-	0	\$	-	0	\$	-	0	\$	-	0	\$	-	0	\$	-	0	\$	-	0	\$	-	0	\$	-
7	7.15	Fixed Cameras (in lieu of lapel cameras)	5	\$	528,250	2	\$	173,250	\$	248,000	0	\$	-	2	\$	248,000	3	\$	355,000	5	\$	603,000	0	\$	-	5	\$	603,000	0	\$	-	5	\$	603,000
8	4.11	Facility Administration Staffing	19	\$	1,667,000	0	\$	-	\$	-	19	\$	1,667,000	19	\$	1,667,000	0	\$	-	19	\$	1,667,000	0	\$	-	19	\$	1,667,000	0	\$	-	19	\$	1,667,000
9	6.07	Expand Use of Custody Assistants*	0	\$	-	0	\$	-	\$	-	0	\$	-	0	\$	-	0	\$	-	0	\$	-	0	\$	-	0	\$	-	0	\$	-	0	\$	-
TOTAL			297	\$	54,780,000	130	\$	20,255,000	\$	31,316,000	124	\$	26,826,000	254	\$	58,142,000	43	\$	7,699,000	297	\$	65,841,000	0	\$	-	297	\$	65,841,000	0	\$	-	297	\$	65,841,000
PROPOSED BUDGET (ONE-TIME FUNDING)																																		
1	6.05	Supervision of Deputies	0	\$	546,000	0	\$	264,000	\$	264,000	0	\$	282,000	0	\$	282,000	0	\$	-	0	\$	-	0	\$	-	0	\$	-	0	\$	-	0	\$	-
2	6.03	Increase Custody Specific Training	0	\$	738,000	0	\$	464,000	\$	464,000	0	\$	205,000	0	\$	205,000	0	\$	69,000	0	\$	69,000	0	\$	-	0	\$	-	0	\$	-	0	\$	-
3	7.08	Custody Facility Risk Managers	0	\$	36,000	0	\$	36,000	\$	36,000	0	\$	-	0	\$	-	0	\$	-	0	\$	-	0	\$	-	0	\$	-	0	\$	-	0	\$	-
4	7.01	Restructure Investigation/ Disciplinary System																																
		Internal Affairs	0	\$	1,026,000	0	\$	372,000	\$	372,000	0	\$	327,000	0	\$	327,000	0	\$	327,000	0	\$	327,000	0	\$	-	0	\$	-	0	\$	-	0	\$	-
		Internal Criminal Investigations	0	\$	1,293,000	0	\$	630,000	\$	630,000	0	\$	546,000	0	\$	546,000	0	\$	117,000	0	\$	117,000	0	\$	-	0	\$	-	0	\$	-	0	\$	-
		Internal Investigations	0	\$	81,000	0	\$	81,000	\$	81,000	0	\$	-	0	\$	-	0	\$	-	0	\$	-	0	\$	-	0	\$	-	0	\$	-	0	\$	-
		Advocacy Bureau	0	\$	56,000	0	\$	56,000	\$	56,000	0	\$	-	0	\$	-	0	\$	-	0	\$	-	0	\$	-	0	\$	-	0	\$	-	0	\$	-
5	4.12	Create Internal Audit & Inspections Division	0	\$	2,295,000	0	\$	762,000	\$	762,000	0	\$	831,000	0	\$	831,000	0	\$	702,000	0	\$	702,000	0	\$	-	0	\$	-	0	\$	-	0	\$	-
6	3.08	Information System Overhaul	0	\$	3,400,000	0	\$	1,400,000	\$	1,400,000	0	\$	1,000,000	0	\$	1,000,000	0	\$	1,000,000	0	\$	1,000,000	0	\$	-	0	\$	-	0	\$	-	0	\$	-
7	7.15	Fixed Cameras (in lieu of lapel cameras)	0	\$	26,384,395	0	\$	4,977,000	\$	4,977,000	0	\$	4,695,395	0	\$	4,695,395	0	\$	6,080,000	0	\$	6,080,000	0	\$	4,880,000	0	\$	4,880,000	0	\$	5,752,000	0	\$	5,752,000
8	4.11	Facility Administration Staffing	0	\$	-	0	\$	-	\$	-	0	\$	-	0	\$	-	0	\$	-	0	\$	-	0	\$	-	0	\$	-	0	\$	-	0	\$	-
9	6.07	Expand Use of Custody Assistants	0	\$	-	0	\$	-	\$	-	0	\$	-	0	\$	-	0	\$	-	0	\$	-	0	\$	-	0	\$	-	0	\$	-	0	\$	-
TOTAL			0	\$	35,855,395	0	\$	9,042,000	\$	9,042,000	0	\$	7,886,395	0	\$	7,886,395	0	\$	8,295,000	0	\$	8,295,000	0	\$	4,880,000	0	\$	4,880,000	0	\$	5,752,000	0	\$	5,752,000
TOTAL CCJV ANNUAL FUNDING			297	\$	90,635,395	130	\$	29,297,000	\$	40,358,000	124	\$	34,712,395	254	\$	66,028,395	43	\$	15,994,000	297	\$	74,136,000	0	\$	4,880,000	297	\$	70,721,000	0	\$	5,752,000	297	\$	71,593,000
CUMULATIVE BUDGET REQUEST:						\$	29,297,000				\$	64,009,395				\$	80,003,395				\$	84,883,395				\$	90,635,395							

**CITIZEN'S COMMISSION ON JAIL VIOLENCE
RECOMMENDATION 4.11: FACILITY ADMINISTRATION**

**PROPOSED ADDITION OF ADMINISTRATIVE & CLERICAL POSITIONS
AND RETURN OF CUSTODY PERSONNEL TO INMATE SUPERVISION**

CUSTODY FACILITY	ADMIN/CLERICAL POSITIONS		CUSTODY POSITIONS	
	No. Pos.	Item	No. Pos.	Item
Twin Towers Correctional Facility	1	Operations Assistant I	1	Deputy Sheriff
	2	Senior Typist Clerk	2	Custody Assistant, Sheriff
Men's Central Jail	4	Operations Assistant I	2	Deputy Sheriff
	2	Senior Typist Clerk	3	Custody Assistant, Sheriff
Inmate Reception Center	2	Operations Assistant I	1	Deputy Sheriff, Bonus I
	1	Intermediate Typist Clerk	0	-
North County Correctional Facility	1	Operations Assistant I	1	Deputy Sheriff
	1	Senior Clerk	1	Custody Assistant, Sheriff
Century Regional Detention Facility	1	Operations Assistant I	3	Deputy Sheriff
	1	Intermediate Typist Clerk	3	Custody Assistant, Sheriff
Pitchess Detention Center, North	2	Operations Assistant I	1	Deputy Sheriff
			1	Deputy Sheriff, Bonus I
Pitchess Detention Center, South	1	Operations Assistant I	0	-
TOTAL	19		19	